

News Break

"WORKING TO MAKE INDIANA BUSINESSES CLEAN AND SAFE AND WAGES FAIR AND COMPETITIVE."



Rivera Review

Mine Rescue Drill Conducted

By Commissioner Miguel R. Rivera, Sr.

January 2, 2006, is a date that will forever be in the minds of those of us who work in, around, and with the underground coal mining industry. It is the day that the world learned about the Sago mine incident. It is also a day when history was made in Indiana.

Though 2005 was one of the safest years in Indiana mining history, the Sago incident gave genesis to what has become a deepening relationship of cooperation between the Indiana Coal Council, Indiana's underground coal mining industry, the Indiana Bureau of Mines, and the Indiana Department of Labor. January 2, 2006, was the day that Nat Noland from the Indiana Coal Council and I spoke over the phone and began a seven-month journey to help ensure that what happened at Sago, would not happen in Indiana.

We can never bring back those brave miners who lost their lives at Sago, but we can certainly be inspired by their loss, and with that inspiration, dedicate ourselves to ensuring that Indiana's underground coal mines are as safe as any in the country. With Governor Mitch Daniels' encouragement, a committee of Indiana's best underground coal miners, Federal MSHA, state government, and the Indiana Coal Council met in secret for six

months planning an unannounced mine disaster and rescue drill. We learned a lot and we plan to make specific improvements as a result.

I am particularly proud of the members of Indiana's two mine rescue teams and the mine rescue team from Gibson Coal Company who participated in the drill. These people do not consider themselves heroes, but they are. Their quick reaction and willingness to go into harm's way to save their fellow miners, at great risk to themselves, makes them heroes. I am proud to know them. I am proud to be able to work with them. I am proud to call them fellow Hoosiers.

Governor Mitch Daniels and I are dedicated to the proposition that Indiana miners should

-Continued-

See Mine Rescue Drill on page 2

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EditorYalonda McTush
Coordinator & Design Specialist..... Teresa Blalock
Photographer Michelle Ellison

Region V Family Meeting

On July 10-12, Tim Grogg, Quin Cheatham, and Yalonda McTush attended the Region V Family Meeting held in Chicago, IL. Over the course of the three-day meeting, we experienced presentations from all Region V states: IN, IL, MI, OH, WI, and MN and Federal OSHA; all detailing their approach to helping to assure the safety and health of America's workers by highlighting efforts in some of the following areas:

- Use of OSHA Training Centers
- Various Outreach initiatives (Teens, Hispanic)
- Establishing various strategic alliances
- Ergonomics
- VPP (Voluntary Protection Program)
- Enforcement and Consultation Programs

See below for comments from the attendees listed above.

Q: What did you enjoy/gain most from the event?

Tim: "Recognizing that this was my first 'Family Meeting', I found the opportunity quite enlightening and an opportunity to share thoughts and ideas with the other offices within the Region."

Quindaro: "I enjoyed finally hearing about the programs in other states. Knowing that there are similar issues with NCR in other states was reassuring that we are not the only ones frustrated with an antiquated system. I also enjoyed the willingness of people to assist with our issues. Knowing that people have been through a lot of the issues that we are faced with helps in tackling them here."

Yalonda: "It was quite an education for me. I truly felt that I'd been initiated into the 'elite' world of OSHA. It gave me the opportunity to learn what Tim and Quin's roles are all about. The meeting also helped me to understand where our grant monies are being allocated. To be able to hear what is going on in other states was very enlightening. Tim and Quin did a phenomenal job of tooting the horn of IDOL."

Q: Name one thing you learned that you did not know before attending about the OSHA world?

Tim: "I learned or had reinforced that our Agency has made great strides in many areas and that we should be proud of the work our people do on a daily basis. While we have made strides, I look forward to the opportunity to present or demonstrate even more improved results, programs, and accomplishments at next year's meeting."

Quindaro: "I learned that the network within Region V is exceptional and that we have a long way to go to catch up with them."

Yalonda: "I learned many acronyms and industry jargon that before I went to the meeting, were like a foreign language. Lastly, I learned that Quin is a Trivia Queen. There were two icebreakers, one that involved naming songs from various genres (classical to rap) and the other was a Jeopardy game with all types of architectural structures, sports, Illinois State trivia, etc. She WON them both much to the surprise of some of the more 'seasoned' and 'wiser' attendees."



Eye on IDOL

Available 8/1/06

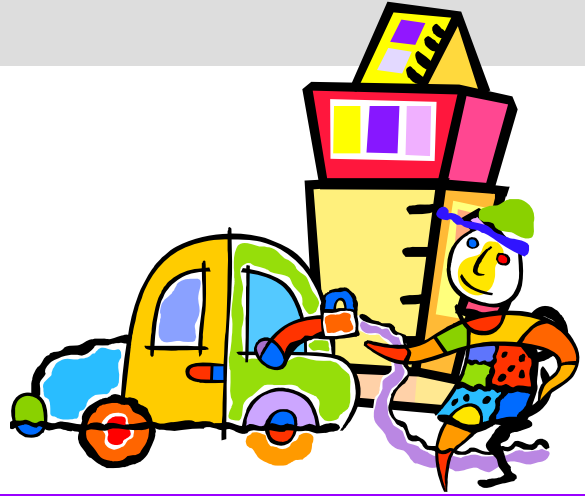
Visit the IDOL website to read a Press Release and the first annual *IN Review* analysis of workplace fatal and nonfatal injuries and illnesses.

Mine Rescue Drill continued from page 1

work in the nation's safest mines. Last year was a fatality-free year and one of the safest years in Indiana underground coal mining history. Indiana's mining industry and its miners work hard every day to make Indiana's mines some of the safest in the world. We, at the Indiana Department of Labor, pledge our efforts and energies to partner with industry to keep the safety ball rolling ever forward.

Operation Station

Fuel Up for Exceptional Customer Service!



Relationship Management at the IDOL

By Yalonda McTush

While in my interview with Commissioner Rivera, one initiative that was made clear was that the IDOL has a strategic goal to improve in the area of customer service. While attention is rightly focused on delivering quality customer service to external customers, during my short tenure at the IDOL thus far, I have been reviewing the effectiveness of our internal customer service. Are we treating other departments (within IDOL and other state agencies) with as much attentiveness, courtesy, and understanding as we accord our external customers that call or come into our Agency?

Research has shown that when internal customer service — teamwork and effective communication — is lacking, external customers suffer. The correlation is clear. Exemplary external customer service derives from the inside. In what is my inaugural issue of the IDOL News Break, you will see the introduction of new and exciting ideas, sections, and information in which customer service permeates.

I encourage everyone to internalize the ideology to “Be what you want to see.” The payoff for all of us is improved performance, better morale, greater relationships with our internal and external customers, and less stress!



IDOL Dollars & Sense

Look for future input in this section from our Controller, Babu Ambat and Asst. Controller, Tiwanna House. The IDOL is making great strides in the areas of finance and procurement. Some of the financial milestones achieved by the Agency are:

- Fiscal house in order. Fiscal integrity of financial processes and reporting. Passed state audit.
- Federal grant process in order. Passed federal audit.
- Comprehensive changes to the common construction wage division.
- Elimination of backlog of child audit, wage audit, and Board of Safety review cases.
- Collection of more than \$500,000 in backlogged fines and penalties.
- Reduction in overall costs and budget surplus.



The Personnel Press

By Yalonda McTush

In the future, this segment of the newsletter will be solely reserved for our resident HR Manager and SPD liaison, Justin Heit. This past month has been exciting for the IDOL with the centralization of human resources. We lost a great source, Michelle Ellison, who independently jump-started the IDOL Human Resources as we know it. We wish her well in her new role with INSafe. Thanks to all who participated in the in-house employee meetings to discuss the transition. If you look at the buzz language surrounding Human Resources, the intent of HR is to work with our organization to:

- Effectively manage and utilize people
- Tie performance appraisal and compensation to competencies
- Develop competencies that enhance individual and organizational performance
- Apply new approaches to work process, design, succession planning, career development, and inter-organizational mobility
- Manage the implementation and integration of technology through improved staffing, training, and communication with employees.

All of the above are representative of our goals as an organization. Justin is experienced and committed to aligning our past efforts with the current initiatives with those of SPD to continue to make this a positive and meaningful process for all. If you have not met Justin, please feel free to go by the HR office and meet him. He is usually in the office on Tuesday, Wednesday, and Thursday. Below is a list of commonly asked questions composed by Justin.

Q: What if I want to look at my personnel file?

A: E-mail me at jheit@spd.in.gov and we can set up a time to get together and review it.

Q: What if I have an issue with my paycheck?

A: Teresa Blalock will be your new payroll coordinator. She can assist you with any payroll questions you may have.

Q: What if I have a health/life insurance related question?

A: State Personnel has a team of benefit specialists ready to assist you. Your primary contact is Debbie Stogsdill and she can be reached at 234-4309 or the benefits hotline at 232-1167 or 1-877-248-0007.

Q: What if I need to change my address?

A: E-mail me at jheit@spd.in.gov and we'll get it taken care of.

Q: What is the best way to reach you if you are not in the office?

A: I carry a Blackberry and have instant access to e-mail. I can be reached at jheit@spd.in.gov. I also have voicemail at State Personnel at 317-234-2778 that I check regularly.

Q: Will our office policies and procedures change?

A: Good news. No. DOL policies and procedures are already built around State Personnel policy, so you shouldn't notice any differences. As new policies are issued by SPD, they will be adopted as DOL policy.

Q: What if I am having problems with a PeopleSoft component or applying for a job?

A: You can always contact the IOT Help desk at 234-HELP for login and password reset issues. If it is an e-Recruitment issue, you can contact the State Personnel Recruitment Division at 317-232-0200 and ask to speak with a recruiter. Your primary point of contact is Angie Eherenman (pronounced Ernman), but any recruiter can help you.

In other news: Agency supervisors are now deeply involved in rolling out our new performance management process, which will tie pay to performance, meaning your annual salary increases will be based on your overall performance ratings and no longer a flat general salary adjustment (GSA). Your supervisors will be scheduling meetings with you soon to discuss their performance expectations and to give you an opportunity to provide feedback. More details about this program are forthcoming from State Personnel.

Again, I look forward to working with all of you. Please feel free to contact me or anyone else from State Personnel if you have any questions or concerns.

Birthdays and Anniversaries

August Birthdays

8/3	Joe Black
8/3	Andy Fuchs
8/14	Ray Parks
8/15	Mick Kidwell
8/18	Miguel Rivera
8/23	Tonya Dodd



August Anniversaries

Joe Black	8/29/1983	
Kevin Goeden	8/21/1998	
Vicky Hoberty	8/23/1976	30 yrs.
Donna Wood	8/24/1998	



September Birthdays

9/3	Virgil Bradford
9/18	Jim Casey
9/19	John Trammell
9/20	Kevin Goeden
9/21	John Minchuk
9/22	Linda Parks
9/27	Jim Moore
9/29	Elizabeth Friend



September Anniversaries

Anthony Fuchs	9/23/1996	10 yrs.
Mike Gaskill	9/19/1994	
Jerry Lander	9/7/1999	
Roy Pannell	9/7/1999	
Jesse Simmons	9/5/1995	



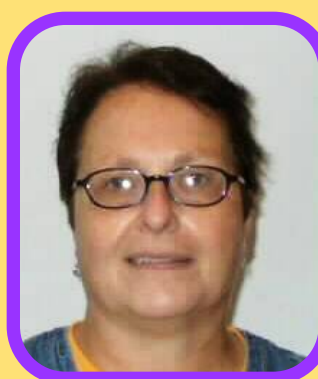
October Anniversaries

Kathy Brewer	10/17/1977
Doug Koogler	10/28/2002
Ray Parks	10/6/1997
Larry Reinbold	10/27/1975
Jorge Villalta	10/26/2005



October Birthdays

10/5	Jason Reason
10/10	Tiwanha House
10/14	John Brunswick
10/14	Steve Sermersheim
10/14	Roy Stowe
10/20	Bill Meadows
10/20	Paul Wehmeier
10/21	Roy Pannell
10/26	Michele Gibson
10/28	Beth Jewell



**Vicky
Hoberty**

Celebrates 30 Years!

Spot Bonus Award Winners



Commissioner Rivera presenting Spot Bonus Awards to Scott Frosch, Roy Pannell, and Floyd Howard.

Performance Highlights



Scott Frosch - Industrial Hygienist

IOSHA personnel Scott Frosch, Suellen Cook, and Robert Kattau prepared and coordinated an internal IOSHA Staff Training Seminar, May 8-12, 2006, which covered Confined Spaces and Flammables & Combustibles. The sessions were supplemented with visits from training personnel from I.B.E.W. and the Indianapolis Fire Department.

The Confined Space section covered general requirements under the standard, the permit system, ventilation, air monitoring, rescue, and a variety of case studies. The Flammables & Combustibles section covered classification of flammable liquids, electrostatic hazards, tank and container storage, safe use and handling, spray booths, dip tanks, and service stations.

A bonus presentation by Scott covered several of the historical incidents, mainly involving fires and explosions, which ultimately led to the creation of OSHA to protect workers in the United States. This "extra effort" and the exemplary efforts of Scott in preparing and coordinating the Training Program were clearly appreciated and recognized by his colleagues as "above and beyond".

Roy Pannell - INSafe Safety Consultant

Roy Pannell has a signature line on his emails that is indicative of how he performs his job at the Indiana Department of Labor: "Together We Can". When I first read that at the bottom of his emails, it clued me in to the type of person that Roy would be. When I met with him, I knew that we would get along well! He has been a team player and one of the best cheerleaders for the program. Roy has supported me as the new kid on the block and has never been shy about voicing his opinion. I respect that. I enjoy working with him and I am very impressed seeing him work.

Floyd Howard - Construction Safety Inspector

We often receive calls and letters after one of you visit a work site to perform an inspection. As you might imagine, some of those letters or calls do not seem to display a true appreciation of your work by the caller or author.

Recently, however, we received a rather unique letter. Upon receiving notice of the Safety Order and Notification of Penalty, Koetter Construction wrote, "...although violations were found and corrected ... Mr. Floyd Howard was very courteous and professional while visiting our job site... it has been a pleasure working with the Occupational Safety and Health Administration office. We appreciate the efforts of you and your staff."

Introducing Three New Employees!

Jeanne Hedge - IOSHA Industrial Hygienist

- **Favorite place to travel:** That great and glorious land known as...CANADA! (I ♥ Toronto)
- **Favorite food(s):** Deep dish pizza (hold the little fishies), and beer battered onion rings
- **One thing my co-workers may not know about me:** I passed an international proficiency-level exam for the Japanese language (no, I'm not fluent – this was speaking and reading on a basic level). I also have an incredible mind for remembering totally useless information.
- **Family tree:** One child, a 19-year-old feline named Natasha
- **I'd rather be a Coach or Cheerleader or Supermodel or Superhero:** All but supermodel. Those shoes kill my feet.
- **Life motto or favorite quote:** "You can only be young once. But you can always be immature." – Dave Barry



Yalonda McTush – Executive Director of Operations

- **Favorite place to travel:** Miami
- **Favorite food(s):** Chips and Salsa/Con Queso; Italian Bruschetta on anything
- **One thing my co-workers may not know about me:** I used to be a party leader for a local children's entertainment company.
- **Family tree:** Single, one daughter Kiara Yasminne, age 10
- **I'd rather be a Coach or Cheerleader; Supermodel or Superhero:** I'd rather be a Coach
- **Life motto or favorite quote:** "Excuses are tools of incompetence used to create monuments of nothingness. Those that use them usually succeed at nothing else."



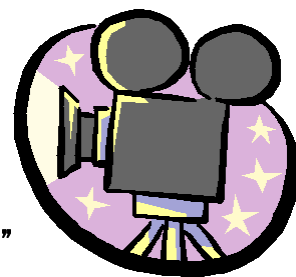
William Meadows – IOSHA Industrial Hygienist

- **Favorite place to travel:** ANYWHERE IN INDIANA! Being a native Hoosier, my last 15 years of professional safety experience required that I work in such distant lands as Ohio, Alabama, North Carolina, New York, and even the backwoods of central Florida. I encountered a lot of continental and international travel as a private industry safety manager, and so it is without reservation that I say that my favorite travel destination during those years was "anywhere in Indiana!"
- **Favorite Food:** Parke County persimmon pudding.
- **One thing my co-workers may not know about me:** I come from a family of working people who never got the chance to go to college. I worked in a factory 12 years while earning my degree in safety management, and yet I am permanently anchored to my blue-collar roots even though I hold a white-collar job. To work with great people who truly care about my kind of people is a thrill and an honor.
- **Family tree:** Married to wife, Ann, one son, Ben, 24, one daughter, Bethany, 21, and three dogs.
- **I'd rather be a Coach or Cheerleader or Supermodel or Superhero:** I'd rather be a Coach.
- **Life motto or favorite quote:** "It's easy to make a buck. It's a lot tougher to make a difference." - Tom Brokaw



Lights, Cameras, Action!

IDOL ENTERPRISE: "AN OUT OF THIS WORLD"
ALL-AGENCY STAFF MEETING JUNE 28, 2006.



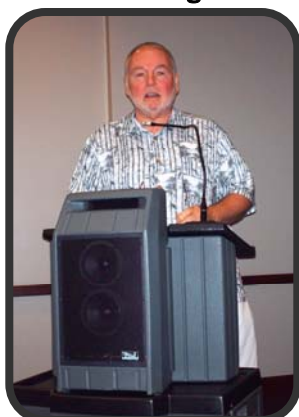
Wage & Hour Group



Paul Wehmeier



Bob Kattau



Kevin Fleming



Michele Gibson



Jeremy Haggard



"Captain" Rivera



Jody White



KR Boucher



Quin Cheatham (L) presenting service plaque to Carmen Varela (R) who retired after 21½ years of service.



Working Man's Friend

When in Indianapolis looking for a tasty burger and extras for a good price, I recommend **Working Man's Friend**. It is located at 234 N. Belmont, a short distance from our beloved IGC.

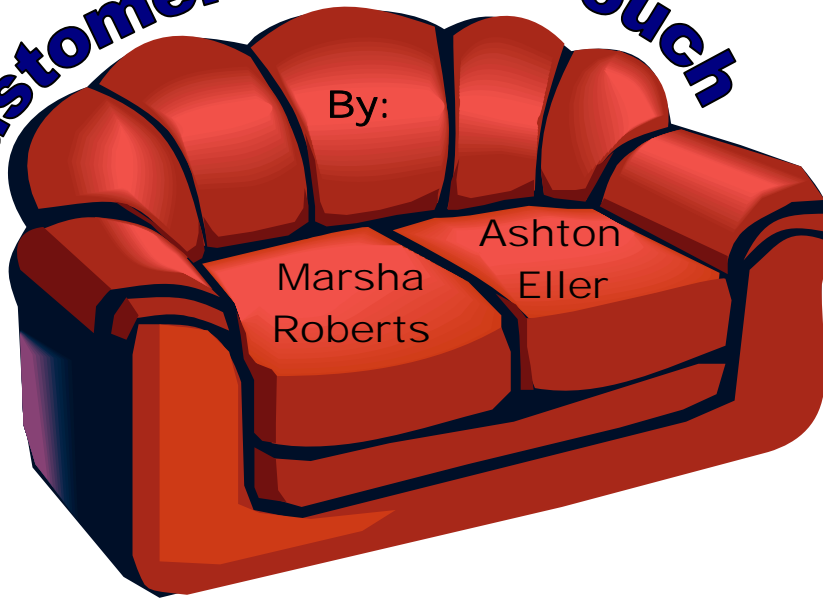
I highly recommend the double cheeseburger and the extraordinary delicious onion rings, with the proverbial diet coke. If you're doing the low carb thing, forgo the bun and ask for extra lettuce.

Working Man's Friend is an old, long established lunch venue that was brought to my attention by our new Common Construction Wage Auditor, Jody White. She seems to know all the good places to eat. Anyway, **Working Man's Friend** has a great tenderloin as well. But remember, bring cash, they do not take MasterCard, Visa, or American Express for all you Industrial Hygienists. **It probably is one of the best burgers in town!**

Next time - ½ Pints Bistro in Shelbyville - wait till you hear what they have to eat.



Customer Corner Couch



As you already know, customer service is one of the most integral parts in the public perception of any state government agency. The Indiana Department of Labor is no different in this regard. Our mission of "working to make Indiana businesses clean and safe and wages fair and competitive" requires that we serve the workers of Indiana with

an optimal level of service, because that is what they deserve. Whether this is simply directing a Hoosier to the correct government agency to help them with a simple problem or correcting an issue that may take months of work, each task should be treated with values consistent to the "golden rule" which is "do unto others as you wish to be done unto yourself."

One of the best ways of letting a customer know that we believe his or her problem is of the utmost importance is to be punctual in your response. You would be surprised how happy a person is to receive a call within twenty-four hours . . . let alone the same business day! Another common concern with the citizens that we are charged to protect is that "they will simply be shuffled around the big government." In the event that we are unable to assist a customer, giving an accurate referral the very first time to the correct agency is a critical element to a positive perception of someone's experience. Since we are not empowered to correct everything that goes awry in the lives of Indiana workers, we sometimes have to disappoint the people who count upon our assistance. When this situation occurs (as it inevitably will), express a heartfelt apology for your inability to help, and you should offer any other plausible actions the customer can take that would result in a positive resolution.

As you can see, there are some very simple tips that can help the perception of the Indiana Department of Labor. Since working with the public is an essential part of our responsibilities as public servants, we should try our best to serve the workers of Indiana in the most punctual and exact manner possible. Therefore, we should always remember that excellent customer service is an elemental ingredient in our objective of "working to make Indiana businesses clean and safe and wages fair and competitive."

Kudos for Great Customer Service!



Commercial / Industrial
Construction & Development

RECEIVED

MAY 26 2006

DEPARTMENT OF LABOR
I.O.S.H.A.

May 23, 2006

Indiana Department of Labor
Occupational Safety and Health Administration
402 West Washington Street
Room W195
Indianapolis, IN 46204

RE: Inspection Number: 309715159

Dear Mr. Lander,

Koetter Construction Inc. has received our "Safety Order and Notification of Penalty" letter regarding an IOSHA visit to 1201 Bridgeport Drive, Jeffersonville, Indiana 47130. Compliance officer, Mr. Floyd Howard, was very courteous and professional while visiting our job site. Although four, nonserious violations were found and corrected in Mr. Howard's presence; it has been a pleasure working with The Occupational Safety and Health Administration office. We applaud the efforts of you and your staff.

Sincerely,

A handwritten signature in cursive script that reads "Brian Keith".

Brian Keith
Human Resources Director

More Kudos!

MONSANTO
imagine



MONSANTO COMPANY
PO BOX 367
908 NORTH INDEPENDENCE
WINDFALL, INDIANA 46076
PHONE (765) 945-7121
FAX (765) 945-7421
<http://www.monsanto.com>

May 24, 2006

RECEIVED

MAY 26 2006

DEPARTMENT OF LABOR
I.O.S.H.A.

Mr. James E. Moore
Director, Industrial Safety and Hygiene,
Discrimination and VPP
Indiana Department of Labor
402 West Washington Street, Room 195
Indianapolis
IN 46204

Dear Mr. Moore:

Last week we were visited by four employees of the Indiana Department of Labor for a VPP recertification evaluation. Mike Gaskill and Chris Bryant were the team leaders and were assisted by Deb Rauen and Jay King. I would be remiss if I did not commend this group for the very thorough and professional evaluation they performed on our safety programs, the facility and our personnel. Due to other commitments, Mike was unable to be here after the first day, but the rest of the group carried on seamlessly in his absence. In no way do I wish to detract from our original VPP evaluation in 2002, but this recertification evaluation was more probing and rigorous than I recall from the initial certification process. All of the individuals noted above were polite and courteous at all times, but also adamant about obtaining the necessary information to complete their evaluation. They all possessed excellent powers of observation. As I mentioned to them at the end of the first day, they are most certainly a credit to your organization.

The VPP flag we fly in front of our site just below the American flag states that the VPP is a partnership between the Indiana Department of Labor, Management, and Labor. We certainly gained a great deal from this partnership last week from Mike, Chris, Deb and Jay. They each had suggestions as to how we could continue to refine and improve our safety programs. They were all very candid and open during the evaluation and did not hesitate to commend us on what they perceived to be our best practices and also share ideas to improve items that were of concern to them.

We at Monsanto in Windfall have found the VPP to be very beneficial in furthering our safety programs and greatly appreciate the efforts of the evaluators involved in our recertification last week. Please pass our thanks along to the evaluation group who visited here.

Sincerely,

Craig Weitbrecht
Site Manager



Spotlight:

Bob Kattau

Bob Kattau and Summer Singers

Bob Kattau, Industrial Hygiene supervisor, enjoys singing and is a member of a group called the Summer Singers, a mixed group of 20 to 30 individuals who volunteer their time and abilities to entertain residents at various retirement/nursing homes in Indianapolis and Greenwood.

The group began in 2003 as the brainchild of a husband and wife team, John and Thellen Gallagher, who came from large, music-loving families, studied music at and graduated from Franklin College. Members of the group come from a variety of professions, churches, geographic locations, and ages. They have one thing in common; they all enjoy singing. Music for the group, which gets together for six to eight weekly practices and performs at five to eight facilities in late summer/fall, is provided by "Tip" Sweeney, a lifelong friend of the Gallagher family. Shows include group and individual performances oriented around a theme, which varies from year to year.

Bob first met John and Thellen in the mid to late 1980s when he joined the choir at St. Mark the Evangelist Catholic Church, which was directed by Thellen. Over the years, John and Thellen had remained friends with the Franklin College music director, Sam Hicks, and had participated in Sam's musical presentations in and around Franklin Indiana, many containing musical pieces created by Prof. Hicks. An invitation led to Bob's participation in several of these "Franklin area" concerts, which also included singers from the Gallagher's extended families. Following several years of this association, Bob was invited by John and Thellen to join a group of their friends to perform at some retirement/nursing homes in the Indianapolis/Greenwood area. Due to commitments of the participants during the school year, the summer was chosen for practice and performance of the concerts. The name "Summer Singers" came about when Thellen was asked for the group's name at one of the first concerts . . . it just seemed appropriate.

Bob also sings as one of the Cantors at St. Paul Hermitage in Beech Grove, leading the music at Sunday Masses, something he has done since 1993, when his mother was a resident at the facility.



A cartoon illustration of a blonde woman with a high ponytail, wearing a pink short-sleeved shirt and black leggings. She is captured in a dynamic pose, jumping over a blue hurdle. Her right leg is bent and tucked under her body, while her left leg is extended forward. She has a joyful expression with a wide smile and closed eyes. The background features a light blue wall and a floor with a yellow and white checkered pattern. A large, stylized pink letter 'S' is partially visible on the left side of the image.

Choose mixes/recipes where you have to add ingredients such as eggs, milk, and oil. Your substitutes can be:

- Stay tuned for more healthy and reduced calorie cooking/baking tips!



Coming Events . . .

AUGUST

- 8 IDOL Jimmy Buffett Theme Day
- 12 First Lady Cheri Daniels' Heartland Walk for Health

- 9-20 Indiana State Fair



SEPTEMBER

- 4 Labor Day Holiday - Office Closed
- 9 American Diabetes Walk
- 23 Race for All Races
- 27 All Staff Meeting (10:00am-12:00pm)



OCTOBER

- 7 Circle City Classic
- 9 Columbus Day Holiday - Office Closed



IDOL would like to congratulate 9th Year participant Lizzi Kallas and first timers Elizabeth Friend and Jeremy Haggard in completing the 13.1 Mile OneAmerica 500 Festival Mini-Marathon that took place on May 6, 2006.

OSHA Funnies

